

International Union Gives Away Innocent Until Proven Guilty

Freight Teamsters in East Fight Back and Save Historic Right

Most grievance procedures are governed by "guilty until proven innocent" — a backwards concept that lets the boss fire you and leave you sitting at home for weeks, even months, without pay while you wind your way through the grievance procedure.

Fed up with this kangaroo court justice, Teamsters fought for and won "innocent until proven guilty" language in the freight, carhaul and UPS contracts in the early 1990s. Except for so-called "cardinal sins," fired or suspended Teamsters stay on the job until management has proved its case.

But in this year's national freight negotiations, IBT President James Hoffa gave away this historic victory.

Right to Vote on Supplements Key

That could have been the end of the story. But by using the right to reject supplements — a right fought for and won by TDU — Teamsters in the Eastern Region won back the innocent until proven guilty language that Hoffa gave away.

Here's how it happened.

At the two-person meeting of

freight union officials held to approve the tentative settlement, a representative of Pittsburgh Local 249 took the mike to ask why innocent until proven guilty had been given away in the contract. The members of Local 249 — like many other freight Teamsters — deserved an answer.

That simple outspoken action set off a chain of events that saved innocent until proven guilty for most freight Teamsters in the East.

First, members and leaders of Local 249 were aware that we have the right to vote on supplements. TDU wrote the constitutional language that established this right and fought to get it into the Teamster Constitution in 1991.

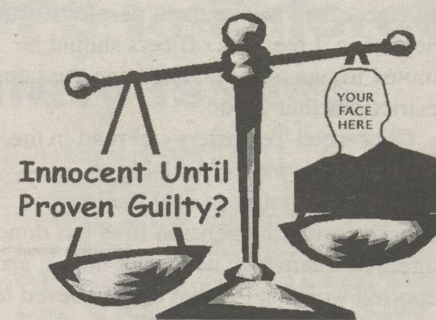
Employers Feared Rejection

Under this right, the national agreement cannot be approved until all local supplements are approved — and the freight employers know it. Employers did not want to risk seeing a contract rejection by Local 249, the largest unit in the Joint Council 40 Supplement, hold up the national contract. That gave the union some leverage. As a result, Local 249 got the language written into the Western Pennsylvania supplement.

Second, the word spread in the East. If Western Pennsylvania Teamsters could win back innocent until proven guilty, other members asked, why couldn't they? The employers were hard pressed to give an answer. So other negotiators in the East began to bargain the language into their supplements.

Third, Dan Virtue, the Eastern Region freight coordinator from Harrisburg Local 776, was sympathetic to the issue. His members and officers also wanted to reverse this national concession.

And so it happened. The members wanted innocent until proven guilty.



One local took a stand. Other Teamster officers pitched in. And the employers, nervous about our power to reject supplements and wanting the contract ratified, gave in to the demands of freight Teamsters in the East, after some initial resistance.

As a result, freight Teamsters in New England, Maryland, Virginia, across Pennsylvania and around the East won innocent until proven guilty back. Some got it written into their supplements. Some got it in a letter of understanding.

These locals also retained the right to take discharge cases to arbitration, where more Teamsters are put back to work — another right given up by Hoffa.

What About the South, Central and West?

The only questions that remain are: Where would we be without the right to vote on supplements? Why didn't locals in the South, Central and West demand a reversal of these concessions? And why did Hoffa give away these rights in the first place?

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JOIN TDU

TDU is there with information when Teamsters need it. Only TDU makes national agreements available to members. Only TDU gives us straight talk about our pensions and our future.

Join TDU and get straight talk and real facts. Then decide on the issues for yourself.

George Welling
Local 413, UPS
Columbus



TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*.

____ \$95 three-year membership fee.

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year.

____ \$25 for retirees. Retired from Local _____.

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

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Teamsters in East and Save Historic Right

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PLICATION

Local _____

Zip _____

☐ Construction ☐ Production

Dispatch.

n \$22,000 a year.

Exp. date ____/____/____

Detroit, Mich. 48210

membership applications and donations only
employers. Only funds from Teamster members
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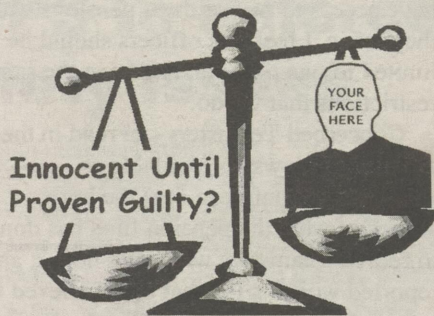
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Letters From Our Members

Pension Movement Growing

The movement for justice in the Central States Pension Fund is growing. Thank you, fellow Teamsters, for standing up and fighting.

There is no way we could have organized such a movement in such a short time span without TDU. Don't let this die out now. Let's make our trustees keep the promise in the trust agreement to "provide the highest pension possible" to the rank and file, not to union officers who have access to two or three pensions when they retire. I feel that officers should be limited to one pension, and have the same restrictions that we do.

Concerned Teamsters can read in the class-action lawsuit (available at www.nopensionfreeze.org) the horror stories of what the pension fund has done to retired Teamsters who were honest and reported working in what they believed to be legal jobs, some of whom even had prior approval from the fund.

The fund cut off pensions and demanded huge sums of money from retirees, literally taking food off the table and medicine and health care from these people. Do the trustees have no hearts, to take away someone's entire income?

If you are as outraged as I am that our fund and our union leaders are willing to treat our retirees this badly, and want to put a stop to it, then get involved now.

Please support the Pension

Improvement Committee to pay the legal fees needed to help you and your family.

Support TDU like never before, join, stay informed, and encourage others to join. There will be more issues that we'll need TDU's help with.

Many formerly anti-TDU people have come to our pension meetings and realized that we are ordinary Teamsters fighting for the right to earn a living and the retirement we have worked long and hard for.

Malcolm F. Rice
Local 728, ABF
Savannah, Ga.

Has IBT Given Up on Freight?

I voted NO on the national and the Central States supplement freight agreements. Hoffa may claim a great victory in the IBT freight bulletins and his taped phone message; but this contract gives the employers some of the nastiest givebacks and flexibility I have ever seen.

What happened to the "innocent until proven guilty" language (Article 7)? In the Central Region supplement, the list of cardinal sins was increased. Cardinal sins allow for immediate firing with no



San Francisco Local 85 members, with banner, joined a recent labor-sponsored peace march prior to the outbreak of war in San Francisco, calling on President Bush to make "war the last option, not the first." Several California locals have passed anti-war resolutions, and International officers Chuck Mack and Frank Gallegos have spoken out against Bush administration policies. Other Teamster locals have also passed anti-war resolutions, including Chicago Local 705, which hosted the founding meeting of Labor Against the War. Labor leaders, including AFL-CIO president Sweeney, have made clear their disagreement is with the administration, not the men and women on the front lines.

Photo provided by Local 85 member Art Persyko.

warning letter. Remember how they kept Teamsters off work 30, 60, 90 days until they agreed to sign off on back pay and benefit claims? It's back! And watch out if you have an accident. The new Article 6 language lets employers go back three years on your record in hearings involving an accident.

Has anyone gotten a clear explanation of how working Teamsters benefit from the new language in Article 18? There are over three pages of new language that lets employers use

Teamsters without regard to employee classification. It creates "premium service employees" who will do combination road, dock and city work. It's a big crack in the door for the employers to demand a massive increase in productivity and could well lead to the loss of driving jobs.

Article 20, Section 4, lets employers negotiate side deals in the middle of the contract to attract "new business opportunities which would increase Teamster jobs." This vague language opens the door to midcontract changes that will further gut our rights. It gets worked out between the companies and the officials at the panels. We get no vote on the changes.

Hoffa and the boys are pounding

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. e-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdu.east@tdu.org

their chests over restoring the right to strike. When did we ever go on strike over a deadlocked grievance? Look at Article 8. Read how many hoops the union has to jump through before a strike is called. What grievance will our officials see all the way through to even raise the threat of the right to strike?

Has the IBT given up on its historic base in freight and accepted the long decline in our numbers as inevitable? The NMFA now covers about 65,000 workers, with another 20,000 in "me too"

agreements. Everyone agrees we need to organize the thousands of nonunion folks in the trucking industry. This contract isn't going to make organizing any easier.

By reaching an agreement over a month early Hoffa signaled to employers that he'd rather settle than fight. This contract will not stop the decline in freight. Can we start a serious organizing drive in the freight industry, or has our union leadership given up on freight? That's the real question for the future.

Michael P. Schaffer
Local 377, Roadway
Youngstown, Ohio

TDU International Steering Committee

Co-Chairs:

Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 570

Members:

Millie Gonzalez, Puerto Rico Local 901
Jim Jacob, Providence, R.I. Local 251
Roy Kruchten, Chicago Local 705
Ashley McNeely, Minneapolis Local 2000
George Saavedra, Vallejo, Calif., Local 490
Dawn Stanger, Vermont Local 597
Frank Villa, Los Angeles Local 630

Alternates:

Kirk Stephenson, Seattle Local 763
Louis Irby, Little Rock, Ark., Local 878
John Love, Reading, Pa., Local 429

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 2002 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

UPS Profits Soar to \$3.2 Billion

UPS's 2002 net profits (after taxes) jumped 33 percent over 2001 to a record \$3.2 billion in 2002. Revenue increased to \$31.2 billion.

This means that in 2002 the corporation made over \$13,900 in net profit for every Teamster member, full time and part time. Each Teamster also generated a hefty \$3,691 per year in stock dividends.

UPS experienced this excellent performance despite a deepening of the recession, an increase in competition from FedEx Ground and a drop in domestic volume. This was also a contract year for UPS. The IBT settled early, announcing the best contract ever. But was it the best contract possible, given the tremendous financial health of UPS? Given the freeze in pension benefits for many Teamsters and

other nagging problems, that is an open question.

Approximately 90 percent of UPS profits are made in the U.S., but the company's international operations also improved in 2002. International revenue rose 10.2 percent to \$4.7 billion. European export volume was up 13.6 percent, Asia's was up 17.1 percent.

Nonunion Divisions Grow

This was also a year of dramatic growth for UPS's nonunion divisions. At UPS Logistics revenue was up 39 percent, to \$1.0 billion, and UPS Freight Services revenue grew 27.5 percent to \$945 million. The annual report won't tell us how much of this revenue is generated by volume diverted from Teamster operations. But Teamster feeder

drivers report that UPS Logistics is consistently taking work that would have gone to Teamsters.

UPS is in excellent financial health. Our union is in a strong position to hold UPS to the contract we have. Subcontracting and diversion of work to UPS Logistics must be stopped. Full-time jobs need to be created, starting now. Important contract violations need to be addressed.

We should expect no less in exchange for making UPS one of the most profitable companies in the world.

Enforce the New Contract!

Get TDU's
*Guide to Enforcing
the UPS Contract.*

See back page or
www.tdu.org to order.

Members Tell UPS to Enforce Contract On Safety Issues

Bill Polakiewicz
Local 991, UPS
Pensacola, Fla.

In March we had a great show of union solidarity at the Pensacola Center, when UPS had our safety committee try to demonstrate proper backing procedures.

There were about 40 of us gathered around. Management had the safety committee members set up some package cars to show how our sight was limited using our mirrors and the camera used in backing.

They showed how we are supposed to use our horn every three seconds while backing.

I brought up the fact that in the new contract, our windshields and mirrors are supposed to be washed each and every day, and it's not happening. The car they were using for the demo had dirty windows and mirrors. Other Teamsters, including steward Larry Lambert, began speaking up and before you knew it about

ten members joined in.

The point we got across to those watching is that we know what is in the new contract and that we want it enforced before they start giving us the old instructions on safety just to go on record for OSHA.

In the end we pushed for: 1. Wash all windshields inside and out each and every day. 2. Clean mirrors each day. 3. Install some device to cover the cameras used in backing with some kind of shield to prevent them from becoming useless during bad weather. 4. Check into installing backup warning devices on the wheels instead of trying to get each driver to tap the horn every three seconds while backing.

Knowledge is power. Knowing what's in the contract and continually having union briefings in the mornings to update members empowers all of us to be strong as a union. Things can only get better if we stick together.

Labor Shorts



Convoy Gets Response on Strike Fund 'Lock Box'

The *Convoy Dispatch* article exposing a potential raid on the IBT strike fund has gotten a response from the International Union. In our February issue we revealed a Dec. 23 letter from James Hoffa in which he stated he could use strike fund moneys for "contract education" and "membership mobilization."

In response to Teamsters who wrote to the International regarding this threat, the union leadership has responded that the strike fund has only been used to pay out strike benefits, but they have again asserted they may use the strike fund for other purposes in the future. TDU will monitor this situation and take appropriate action.

Teamsters Union Continues to Shrink Under Hoffa

The AFL-CIO in February released membership figures for all affiliated unions that indicate that the Teamsters Union has shrunk under Hoffa's tenure in office, while the other three big unions have grown to overtake the Teamsters.

From 1997 to 2002, our union has shrunk by 16,333 members. The United Food and Commercial Workers, Service Employees and American Federation of State, County and Municipal Employees have all grown in the same period. All four unions have about 1.4 million members, but the IBT is no longer the largest.

The 2002 dues increase provided for a "lock box" organizing fund of an additional \$15 million per year. Hopefully this will be used to launch major organizing drives to rebuild our union.

Northwest Flight Attendants to Vote on Leaving Teamsters

On March 11 an independent union, the Professional Flight Attendant Association, filed for an election to replace the Teamsters at Northwest Airlines. The PFAA has been organizing the raid since last year. If the National Mediation Board verifies that they have filed enough cards, an election could be held soon. TDU urges the 11,000 Northwest Flight Attendants to vote to stay in the Teamsters and work to improve Local 2000. Unfortunately the local was placed in trusteeship by James Hoffa last summer; that issue is now in federal court, as the elected officers filed suit against the trusteeship.

Southwest Airlines Teamsters Vanish from Website

Sadly, 2,500 mechanics at Southwest Airlines recently voted to leave the Teamsters in favor of the Airline Mechanics Fraternal Association. The same day, all mention of Southwest (and coverage had been extensive) was erased from the Teamster website with no explanation.

The Union Advantage

According to an AFL-CIO research bulletin, unionized workers in the private sector receive \$4.01 per hour more than nonunion workers on average, amounting to \$8,340 per year. Factor in benefits, and the advantage in total compensation comes to \$8.78 per hour.

Quote of the Month

"Our lives begin to end the day we become silent about things that matter."

Dr. Martin Luther King Jr.

UPS & Downs

UPS Still Imposing Double Wage Progression

Despite new language in Article 41, Section 2, of the contract, UPS continues to force people through the wage progression more than once. In some areas, package car cover drivers who had gone through nearly all of their progression are being forced back down to \$14 and change after getting permanent driving positions. The issue is going to arbitration. Hopefully this will turn out better than the settlement agreement signed between the IBT and UPS over similar grievances pending under the last contract. In that agreement, no back pay was awarded.

UPS Political Contributions for 2002

UPS corporate money flowed to federal candidates and soft money in 2002 to political parties as follows: Republican Party, \$453,526; Republican candidates, \$900,066; Democratic Party, \$55,000; Democratic candidates, \$397,655.

Where's Your Contract?

Eight months since our contract was signed, contract books are still not available. And, the contract is not even on the IBT website. But, it is available on the TDU website and TDU has also published a *Guide to Enforcing the UPS National Contract*. No wonder some officials don't like TDU — that's pretty radical, providing people with their contract!

Enforcement: Get the List and Check it Twice

Is management at your building living up to the new contract language? TDU has prepared a contract enforcement checklist that can be used to review new contract provisions. Contact TDU or visit the TDU website for a copy.

Debating the Freight Agreement

Gains Don't Outweigh Concessions

Jimi Richards
Local 728, Yellow
Atlanta

When word was released as to what the monetary gains were and that no concessions were given, I actually thought that the IBT pulled off the biggest upset in the war for labor in this country.

While the raises were just slightly above what we received in 1998, to achieve this while the economy is on a downturn was very uplifting.

But when I received a copy of the NMFA and the Southern Supplement for the Road from TDU, I could see many things that drivers in the Southern Area would be concerned about. Is this why the IBT would not post the NMFA on the IBT website earlier so that many more members could read and study it?

Freight Agreement at a Glance

Gains:

Wages: Increases average 45¢ a year, a dime per year more than the previous contract. Wages go up 2.1 percent a year on average, for five years. Mileage will go up 1¢-1.25¢ a year.

Health Benefits: The contract provides sufficient funding to maintain health benefits at the same level.

Right to Strike: Won the right to strike as the final step of the grievance procedure, with layers of committees and a cooling off period.

Givebacks:

Combo Jobs: The new Article 18 allows employers to utilize Teamsters "without regard to employee classifications." The language creates "Premium Service Employees" who will do combination road, city and dock work, with approval of change of operations committee.

Open door to side deals: Under the heading, "New Business Opportunities," the new Article 20, Section 4 allows employers to come back for more concessions in mid-contract to attract new business, with approval of the union committee.

No more Innocent Until Proven Guilty in the Central, South and West. This historic gain we fought to win was given away, except in most Eastern supplements where locals won back what the International had given away.

No Pension Increases. In the Central States, the agreement puts no money in the pension. In the West, the agreement puts only a dime over five years.

In our Southern Supplement, "innocent until proven guilty" was removed from Article 45.

Many drivers that I know who have been discharged or suspended under Article 45 have been able to continue working until their case was on the agenda, one to two months later. In most cases, the company reduced their discharge or suspension to a final warning letter before going to a hearing, and the members did not miss a day of pay!

In Article 18 of the proposed NMFA, it lets the employer use Teamsters "without regard to employee classifications." Article 18 creates "Premium Service Employees" who will do combination road, city and dock work. The new language could break down classifications, work week protections and combine Teamster jobs. But the most disturbing part of Article 18 was the first paragraph that reads *"and then ratified by the affected members"* was deleted from the new NMFA. Once again, our right to vote is being taken away. Con-

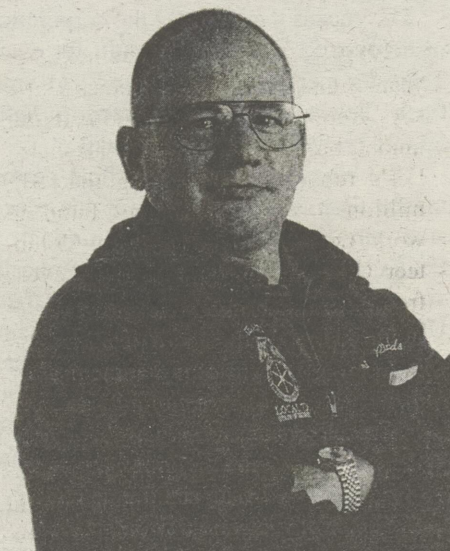
"While some of the gains are well noted in this NMFA and it's supplement, there are many concessions to be concerned about in this 'no concessions' contract."

cessions are about more than just money.

But where money does count, we also lost our "pin pay" in the Southern Supplement. Pin pay for most drivers who do turns and VIA dispatch runs adds upwards of \$3,000 a year more on their runs. Pin pay was for services rendered, not for actual time involved.

We will also have to "give the employer" the first 30 minutes on the clock for any road delays in route due to accidents and road closures. If you live in or drive through the Atlanta area, you know you are losing money on this one too!

While some of the gains are well



Jimi Richards

noted in this NMFA and it's supplement, there are many concessions to be concerned about in this "no concessions" contract.

Too many, in fact for me to vote yes on either one.

Roadway President Debates Contract Concessions with Roadway Teamster

While the contract PR from the International Union refuses to admit that there are concessions in the contract, a lively discussion among rank and file Teamsters has taken place about them, and about the future of our union in the freight industry. TDU's two-page contract bulletin "Modest Gains and Nasty Givebacks" has circulated widely.

When an informative on-line newsletter, "RoadwaySpy," discussed the impact



of the new Article 18 on "flexible workers" who will work

"without regard to employee classification", Roadway President Jim Staley responded.

We reprint here the comments of Staley and a response from RoadwaySpy (slightly edited for length).

Dear Spy,

The last thing I need to do is get involved in this contract debate, but I think some cooler rhetoric needs to be heard on this issue of a flexible service employee (ART 18).

When you look at the fact that the unionized share of revenue has fallen from 75 percent to 45 percent in 10 years, you can't help but conclude that something is happening in the marketplace. Our response to the flexible service offerings of the nonunion carriers has not been ade-

quate and our loss of business has been alarming. The flexible service employee is an attempt to give us the flexibility we need to regain some of this lost share and grow jobs for the IBT. You certainly can't argue that organizing is going to get that job done.

Having been very close to the negotiations, I can say that the IBT tried to respond to this issue, but did so with great concern about protection for the members. I've seen some pretty wild examples of potential abuse ascribed to this article. In fact, we will have to take carefully crafted proposals to a change committee that will scrutinize the intent. Employees will be able to bid to these positions and receive additional compensation when they do.

Believe me this process is a little more involved than we would wish as we try to react quickly to business opportunities, but it does give us a means to run our business differently and respond to the nonunion carriers. For any of our employees to think that we don't have to go that route, you could not have a very optimistic or long term view of our future. If we don't change, we will never survive.

That's about all I should say right now, but I felt it important to address the issue.

Jim Staley
President, Roadway Express

Mr Staley:

Thank you for responding in a very

timely manner. I do realize that the information that you have presented is correct. I have no problem with flexible positions, my argument is with the contractual language, of which there is none. There is no procedure to follow, no methodology, no thought process. They are totally vacant in these areas. It is wide open, and as I read it, carte blanche for the companies. Without some sort of safeguards in place, for both the employer and employee, this is an open ended slippery slope just waiting to be abused.

It is also noted that in the past, The Change of Operations committee has rubber stamped every proposal presented. I have read what they (TNFNC) sent me, and I do not like it one bit. I have already cast a NO vote for both the master and my supplement and will advocate renegotiation of this contract. I do not advocate a strike against my employer. At this point in time, my leadership from the Teamsters is in question, not that of Roadway Express. I understand your position, you are responsible to the shareholders, of which I am one. I, in turn, want a fair contract with the appropriate language in it to protect both you and I.

I do have an optimistic view when it comes to this company, as it is a survivor. I will be willing to accept these changes in Article 18, just as soon as there is some language to provide protections and safeguards for all involved.

RoadwaySpy
RoadwaySpy@aol.com

Looking to Freight's Future

The Freight Contract and the Future

Where TDU Stands

Organize or Die. The next five years are make or break. James Hoffa says freight is the foundation of our union, but that foundation is shaky. Let's rebuild it by putting that \$15 million a year Organizing Fund to work. Our union should set up Volunteer Organizing Committees in every freight local so we can *all* pitch in. TDU pledges our support to any drives to organize the nonunion competition.

The Right to Vote on Supplements Gives us Power. TDU wrote the language for the Right to Vote on Supplements and then fought to get it written into our union constitution. That right paid off for freight Teamsters who won back Innocent Until Proven Guilty in the East, because the employers could not risk seeing the

entire NMFA held up by the rejection of supplements.

Information is Power. Only TDU provides freight Teamsters with the master contract and major supplements at www.tdu.org. The International Union's website has press releases instead. TDU also filed suit and won the right of all freight Teamsters to get a copy of *all supplements*, so that comparisons can be made.

Pension Justice. TDU is leading the fight among freight Teamsters for pension justice in the Western Conference Fund and the Central States Fund.

Watchdog for the Future. TDU will monitor the Article 18 and Article 20 concessions during the life of the contract to help Teamsters protect jobs and working conditions.

Freight Pension Freeze Gets Cold Response

For the first time in 30 years freight Teamsters in the Central and Southern Regions did not get an announcement from the Central States Pension Fund along with their contract ballot. The reason is simple: the International Union does not want members to be aware of the pension freeze.

In the Central Region, Southern Region, and the Carolinas, the employers and union have allocated zero into the

pension fund for five long years.

In the West, they have allocated a whopping ten cents (10¢) per hour into pension benefits over the same five years. This compares to \$2.25 per hour into pension over the six years of the UPS contract, so western UPS Teamsters will have a 50 percent larger pension than freight at the end of this contract. It's understandable that UPS Teamsters may win more into their pensions than freight Teamsters, but \$2.25 compared to 10¢?!

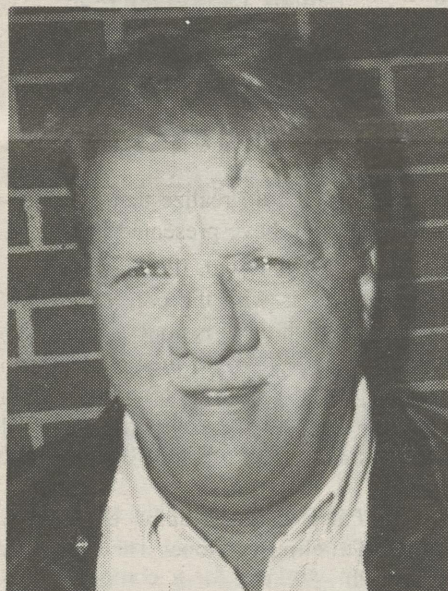
These facts got lost in the contract hype coming from the union, but lots of freight members are becoming aware of them, thanks to information from TDU and the Pension Improvement Committee.

Freight Teamsters have recourse. In the West, the Western Teamsters Pension Improvement Committee (WESTPIC) is petitioning and organizing now to roll back the pension cuts recently announced by the fund trustees. In the Central States areas, the Central States Pension Improvement Committee has filed a class action lawsuit and is organizing to thaw the pension freeze.

For more information, see pages 6-7.



Fighting the Pension Freeze



"The freight agreement puts zero new money into our pensions for the next five years.

"Our pensions will be frozen until the next contract in 2009 unless we put the heat on our officials and the fund trustees. Freight Teamsters can't afford to wait 11 years between pension increases.

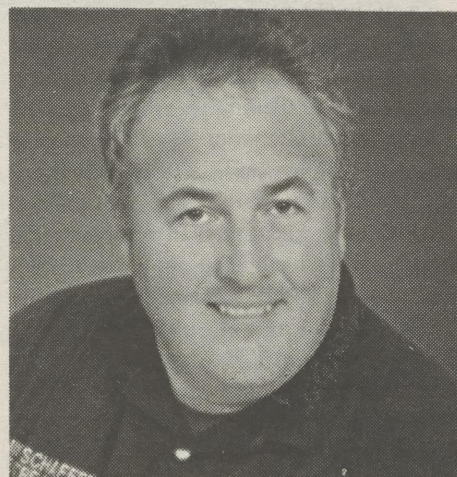
"We need to hold our union officials and pension trustees accountable. We can't sit back and think that 'Jimmy will fix it.'

"We've got to focus on building a movement for pension improvements."

Bill Sercombe
Local 164, ABF
Jackson, Mich.

"If we don't get serious about organizing nonunion freight companies, we're going to continue to lose bargaining power and membership. Last year the International passed the big dues hike. Let's use that money to organize, and get members involved. It's not going to be easy, but it has to be done."

Mike Schaffer
Local 377, Roadway
Youngstown, Ohio



Freightlines

DOT Settles Lawsuit, to Issue Overdue Safety Regs

The Department of Transportation (DOT) has settled a lawsuit filed by TDU and other truck safety advocates by agreeing to a timetable to issue overdue safety regulations. The DOT has agreed to issue rules pertaining to hours of service by May 31, 2003; minimum training requirements for drivers of longer combination vehicles by March 30, 2004; minimum training standards for entry-level drivers by May 31, 2004; and requirements for authorization to transport hazmat by June 30, 2004. The settlement, importantly, does not include one issue in the lawsuit, increased inspections of trucks originating outside the U.S.

The upcoming hours of service revisions could have a major impact on Teamster drivers, and no doubt will continue to be fought over even as "final" regulations are published. They are expected to include a 24-hour clock for scheduling road runs, but the industry has lobbied to increase allowable driving hours per day.

Companies Report Solid Earnings to End 2002

Roadway, Yellow and ABF all reported fourth quarter revenue and earning gains. Much of this was attributed to the closing of CF and the adjusted rates that followed. "... [A]s might be expected, such a large reduction in capacity has firmed our segment's pricing environment considerably," stated Roadway CEO Michael Wickham. Roadway posted a 97.6 operating ratio for 2002 with Yellow coming in at 97.2 and ABF at 94.6. Meanwhile Con-Way, the nation's most profitable trucking company over the past six years, reported \$147.1 million in operating profit on just over \$2 billion revenue, compared with \$157.5 million in operating profit on \$1.91 billion revenue for 2001.

CF Purchase Hits Skids

Rollin' International, the Texas based investor group that had shown interest in buying CF, dropped its effort to buy the company. "There's not much chance of anything working out at this point," said Frank Snell, the key figure for the prospective buyer. "We have not had any substantial offers from Frank Snell at all," reported CF spokesman Mike Brown. The collapse of this long-shot effort was the end of any hope that a part of CF would reopen.

Retiring Right, Retiring Wrong

Central States Teamsters Retire with Less Pension

The Hoffa administration has been feeling the heat from Central States and Western Region Teamsters who are angry about getting the short end of the stick on pension issues.

In response, the latest issue of the *Teamster* magazine has a multi-page promotional spread on "Retiring Right" and how Teamster pensions "Secure the American Dream."

The article is long on puff, short on specifics, and blurry on the details.

Local 804 retiree Joe Martinez tells us that, "There are no money issues or concerns that I may have. And I owe it to the Teamsters."

But curiously, the *Teamster* magazine says nothing about what Local 804 Teamsters actually earn when they retire.

Smaller Funds; Bigger Benefits

Perhaps that's because this information would shine an embarrassing spotlight on an issue the Hoffa administration is trying to avoid.

The Central States Pension Fund is the largest in the Teamsters, but its benefits lag far beyond much smaller funds with similar participant make-ups.

- The Central States fund pays \$3,000 in standard 30-and-out benefits. The Local 804 fund pays \$3,600 a month. Other funds with higher benefits than

the Central States fund include the Western fund, Virginia fund, upstate New York fund, various New Jersey funds, New England fund, and Washington, D.C. area funds.

- The Central States fund froze pension benefits after the last UPS contract. The Local 804 fund raised benefits by \$300.
- The Central States fund bans retirees from virtually any employment. Local 804 prohibits retirees only from working at UPS.
- The Central States fund charges \$200 per month for retiree health benefits. Local 804 charges \$166.

Obviously, not every Teamster can retire with the same benefits. But when our union's largest fund is lagging behind much smaller funds, then something is serious amiss.

Actuarial Study

The Central States Pension Improvement Committee is raising funds to finance an independent actuarial study of the Central States fund. The results of this study will be made available to all Teamster members.

To contribute to the fundraising drive, send your check to CSPIC, P.O. Box 5657, Savannah Ga. 31414.

Reemployment Rule Abuses Take Financial and Human Toll

The stories of the plaintiffs in the lawsuit against the Central States Pension Fund reveal the human cost of the fund's abuse of the reemployment rules. Other examples can be found online at nopensionfreeze.org.

Richard Herman of Monroe, Mich., could not apply for jobs he wanted, and could not even work on the family farm because the Teamsters Union



Richard Herman

organizes farm workers. As a result, Herman had to postpone his retirement.

Daniel Paule of Ballwin, Mo., retired with a pension of \$2,000 at the age of 53 from his job as a Teamster delivery driver because of a severe blood disorder and heart attack.

Paule found part-time work for \$10 an hour as a handyman for a construction company. Paule immediately quit the job

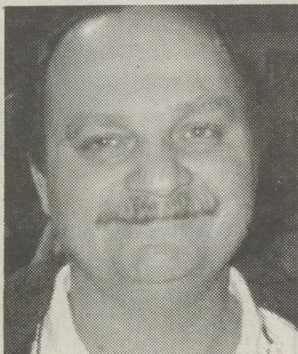
when the fund told him he was engaged in prohibited employment. But the fund docked him \$40,000 in pension payments.

William M. Rose from Cyua-hoga Falls, Ohio, was forced into retirement after Central Cartage went out of business. With the fund's per-

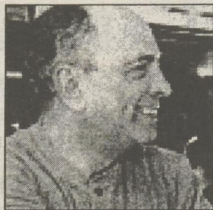
mission, he got a building maintenance job to supplement his \$2,300 a month pension. Then the fund sent him a letter saying he was violating the reemployment rules, and suspended his benefits.

Yellow Freight driver Dennis Helvey of Farmington, Mo., was docked \$96,000 and lost his health care for three months for taking a job at a building supply company even though a fund representative had given him oral permission.

The lawsuit filed against the fund seeks to end this abuse.



William Rose

	'Retiring Right' Joe Mendoza	'Retiring Wrong' Gary Clark
		
Pension Plan	Local 804	Central States
Employer	UPS (retired)	UPS
Standard 30-and-Out Benefit	\$3,600 after 30 years	\$3,000 after 30 years
Increase After 'Best Contract Ever'	\$300 a month	Zero
Reemployment Restrictions	Only Prohibited from working at UPS	Prohibited from working in almost any imaginable employment. Examples of prohibited jobs include clerical worker, farmer, hardware store clerk, etc.
Cost of Retiree Health Care	\$166 per month	\$200 per month
Feelings About Pension	"Thanks to the pension there are no money issues or concerns. ... When you retire with that money, you have no worries about the future."	"I have an injured knee that may force me to retire. I found out that after the 'Best Contract Ever' there is no pension increase, that I can't seek other work, and that the fund is passing on the cost of health insurance to me."

Seek End to Restrictive Rules

Members Sue Central States Pension Fund

Working with the Central States Pension Improvement Committee and TDU, angry Teamsters have filed a lawsuit against the Central States Pension Fund in federal court in Chicago. The lawsuit seeks to end the fund's use of restrictive reemployment rules to deny Teamster retirees their pensions.

The Central States reemployment rule restricts the ability of workers to claim their pensions by effectively banning retirees from supplementing their pension income by working after retirement.

"The pension funds are our money," said plaintiff Dick Herman, a Yellow Freight driver and Local 299 member in Detroit. "We have busted our backs lifting and hauling freight knowing there was a decent pension at the end of the road. Now the Central States trustees are making it as hard as possible to collect what's rightfully ours."

"I've never asked for anything I didn't work for and I know other Teamsters are the same way. We've earned our pensions and deserve every cent of it, not with strings attached."

The original purpose of the reemployment rules was to prevent Teamster retirees from working for a company that competes with a Teamster-represented company at the same time that they receive a pension.

But today the fund is stretching the rule far beyond its original purpose to ban retirees from virtually any kind of employment. As a result, many Teamsters have lost pension income, health care coverage and jobs. (See article at left.)

Rule Exists to Help Fund, Not Members

These restrictions aren't about protecting members. Their purpose is to make it more difficult for pension-eligible Teamsters to retire.

That way instead of drawing their benefits, pension-eligible Teamsters stay on the job and continue making contributions into the fund.

The lawsuit seeks to end the fund's abuse of the reemployment rules and to create fair procedures that protect both the security of the fund and the rights of members.

Movement Builds Over Western Pension Cuts

Drastic cuts in pension benefits in the West have provoked an angry reaction from rank and file Teamsters. From Idaho to Arizona, Teamsters are joining together to stop the cuts.

The Western Conference of Teamsters pension trustees announced in February that, effective July 1, the pension multiplier will be reduced from 2.2 percent for Teamsters with less than 20 years and 2.92 percent for over 20 years to 1.2 percent for the next three years. While this will not affect already-earned pension levels (that would violate federal law), the cuts will drastically reduce the pension benefits of those who retire in the future. A UPS Teamster, for example, will lose about \$150 a month in pension benefit accruals for each year worked, until we reverse this cut.

Petitions Circulating

With the help of TDU rank and file Teamsters have formed the Western Pension Improvement Committee. WESTPIC is circulating petitions throughout the western 13 states calling on the trustees to at least restore the historic minimum of 2 and 2.65 percent respectively. Educational lit-

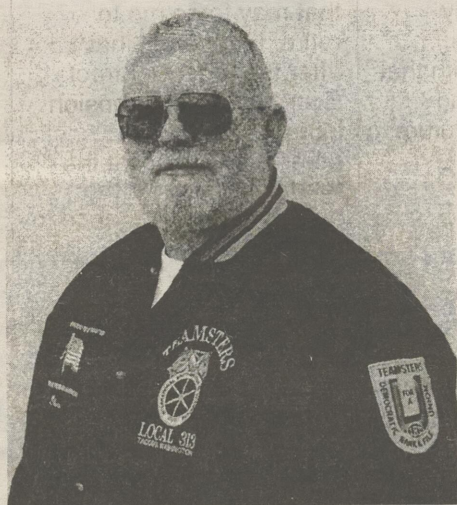
erature about the pension cuts is being widely distributed and meetings arranged by pension activists on short notice are getting excellent attendance. More meetings are being scheduled.

Unanswered Questions

The only reasonable explanation for these deep cuts in pension benefits is that the union trustees have completely capitulated to employer demands for permanent full-funding of the plan. In 2001 the plan was fully funded with over \$24 billion in assets and in 2002, despite some losses in the stock market, the plan intends to report itself out as fully funded again. Plan officials repeatedly boast they have the best run pension plan in the Teamsters. So why the cuts?

Members Pay Price for Full Funding

The employers demand full funding. That means that should an employer withdraw from the fund they would have to pay zero withdrawal liability. And whenever a fund is less than fully funded the employer has to list its withdrawal liability on its corporate balance sheets as an obligation or a liability. This can make their stock a little less attractive and their credit rating slightly less robust. So whenever the fund hits a rocky spot, like an anemic stock market, rather than shared sacrifice our union has agreed to make working Teamsters pay the entire price by cutting their pensions, and in many cases forcing Teamsters to delay retirement.



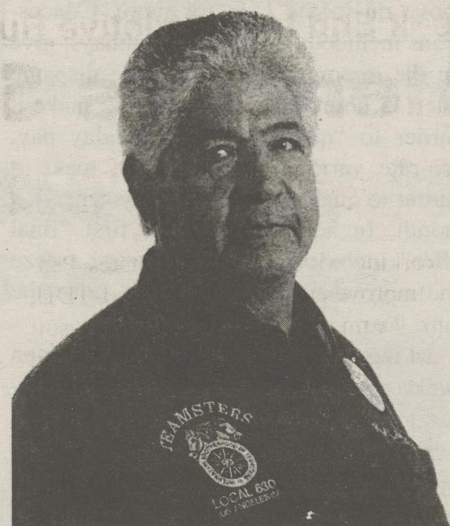
"I've been a Teamster since 1973, and had planned to retire soon. My options have been drastically changed by this unfair reduction of our accrual rate and ending our promised bonus years through 2005.

They've cut our pension accruals to half the historic lowest level. As a direct result of the broken promises and pension multiplier reductions, my retirement is now being delayed. What they have done is a serious \$4.1 billion estimated cut to all future retirees' benefits accrual, and plays right into the employer trustees hands.

"Teamsters are fighting back — we intend to get this reversed. We've formed the Western Teamsters Pension Improvement Committee. Teamsters from Idaho to Arizona are joining the effort, and certainly members here in Tacoma Local 313.

"Please support the No Pension Cuts efforts in the West! Circulate the petition, get on our list, get involved. Together we will win pension justice!"

Glenn Cisco
Local 313, Super Valu
Tacoma, Wash.



"I was looking over the Summary Annual Reports that WCT participants receive each year from the Fund. I found the figures striking.

"At the end of 1996 the plan had \$16.7 billion in assets. By the end of 2001 (last figures available) the plan assets had swollen to \$24.3 billion. By my calculations that's a whopping 45.2 percent asset increase in just five years.

"Now I know stocks have been down recently, but come on! Why are the corporations let completely off the hook while working Teamsters take the entire hit? Aren't our union side trustees supposed to represent our interests?"

Raul Rodriguez Jr.
Local 630, Unified Western Grocers
Los Angeles

"Everybody in Southern California is talking about the huge pension cuts the trustees have in store for us in July, so my ears really perked up at our February local union meeting when they started talking about pension contributions made on behalf of our officers and staff. (They get their pension contributions paid to the WCT pension fund out of our local union treasury.)

"They pay themselves \$6.90 an hour into the fund! That's about twice what many rank and file Teamsters receive and certainly much more than any working Teamster I know gets. In addition, they gave themselves a 401k back when Ron Carey froze the Affiliates Plan in order to guarantee themselves comfy retirements. Why are our union officials entitled to a better deal than we get?"



Larry Parker
Local 986, construction industry
Los Angeles

Teamsters are incensed that their union leadership is imposing these cuts while giving the employers gifts at the bargaining table. During recent negotiations, UPS and Southern California Grocery employers were given ten-cent an hour pension payments for new hires for the first 90 days rather than the full contributions they had to make in the past, at a cost of tens of million of dollars

each year to the fund. The tentative freight agreement in the West provides only ten cents in new money to pensions, over the full five years.

So Western Teamsters are wondering why all these gifts to the corporations and all the sacrifices from the rank and file? Where is our union? And they are doing more than just wondering, they are organizing and fighting back.

Minnesota Teamsters Push for Pension Reform

Jon Senum
Local 638, UPS
Minneapolis

Support for the improvement of the Central States Pension fund is growing fast here in Minnesota. Attorney Ann Curry Thompson was the keynote speaker at a CSPIC meeting in Minneapolis/St. Paul and fielded questions from an audience of 200 rank-and file Teamsters and some local officers.

Teamster members also held a big CSPIC meeting in Des Moines, Iowa, to discuss the class action lawsuit leveled against the Central States Pension Fund and the reemployment rule. Over \$1,700 was raised between the two meetings to help pay for the expenses of the lawsuit.

Members want the fund to eliminate the restrictive rules that keep Teamsters working rather than enjoying their retirements as they see fit. We want to see an independent actuarial study to make sure we are getting the maximum amount of benefits for our many years of contribution and maintain the long term stability of the Central States Pension Fund.

Strategies were discussed and are being acted on to put pressure on the fund trustees.

In Local 638, CPSIC members started a petition to eliminate all work restriction rules. Response was overwhelming. The principal officer of Local 638, Mark

Rime, was approached by the author of the petition, Todd Phillips, to endorse and write a petition on union letterhead to be presented to the trustees of the Central States Pension Fund.

Seeing the support behind this movement, Brother Rime has authored a petition and is using the Local 638 steward network to get signatures from all members covered. Endorsements are being sought from other locals in the area to make this petition drive even more powerful.

So far Tom Keegel's Local 120 has refused to author an equivalent petition but has left the door open for further discussion. Members of Local 120 are proceeding with their own petition, with or without the support of their officers.

The Local 638 CSPIC committee plans on having more meetings on this issue as new developments occur. Meetings are being planned for outstate Minnesota. The Minnesota TDU Educational Conference will host a pension forum Saturday, April 5. (See ad page 11.)

The Local 638 CSPIC encourages you to create and circulate your own petitions, distribute CSPIC bulletins, hold CSPIC meetings and raise funds for the class action lawsuit.

United we can make a difference in the fight to improve our pensions.

Time for Members to Get Involved

Carhaul Bargaining Opens

Allied Demands Separate Deal; Union Needs to Protect Jobs, Contract

The union and employer proposals are on the table. Bargaining will soon get serious, and that means it's time for carhaulers to get serious also — serious about our contract and our future.

On March 3 the International Union exchanged bargaining proposals with the National Auto Transporters Association, and separately with Allied Systems. Active's driveaway division has also demanded separate bargaining. A review of those voluminous proposals is enlightening. Members need to be involved in this process.

Union Proposals

The union proposals for the master contract are surprisingly skimpy — a lot of serious issues are simply untouched. However, the union reserves the right to add proposals, and that needs to happen.

There is a union proposal for the right to strike at the last step in the grievance procedure, which was won in freight so we should expect the same.

There is a demand to add the Martin Luther King holiday to the contract; a positive proposal, and everyone else connected to the auto industry already has won it.

The proposals for the Central-Southern Supplement are considerably more substantial and thorough, and should be reviewed and discussed by stewards and members.

The union has not put forward monetary demands yet. It is clear that the monetary package will at least match, and should top, what was settled for in freight. This is 45¢ a year (1-1.25¢ per running mile each year) wage increase, and sufficient funding to maintain union health and welfare pro-

grams. But there was nothing there for pension improvements, a serious shortcoming carhaulers should not settle for.

Employer Proposals

The employers' proposals are considerably more weighty, but in fact most of them are throw-aways the employers have put out there to scare members or our negotiators.

Many have been put forward before and defeated. Attacks on local riders; attacks on our seniority and work preservation rights; a new-hire pay rate (and new-hire reduction in sick days and vacation); elimination of the U.S.-Canada border agreement; more "competitive" rates to play one group against another to drive down wages; flexible workweeks; etc.

We need to focus on positive improvements and not allow employer takeaway demands to sidetrack us, or let any union official tell us we are just lucky to dodge them.

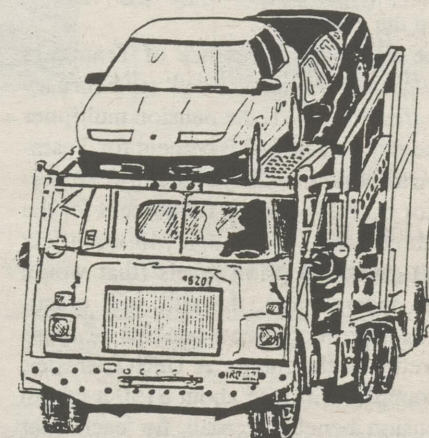
Allied's Maneuvers

Allied has its own set of takeaway proposals on the table. Allied earlier put forward a three-year proposal, with a two-year wage freeze and 11 percent increase in the third year. Now their proposal is for a four-year contract, with even more demands to make us work like nonunion drivers for J.B. Hunt. Their idea of "flexibility" even includes the ability to redomicile the bottom 20 percent of the board any time work is slow at a terminal.

It is critical that Allied be held to the same contract as all other employers, or

we will see the end of the pattern contract. We all need to be united on this basic bottom line. We work together, bargain together, vote on the package together and will stick together. This includes the need to maintain all Article 5 seniority rights, to protect all carhaulers when traffic moves from one carrier to another.

Carhaulers who would like to obtain a copy of the initial bargaining positions of our union and the employers can contact TDU. Non-TDU members should include a donation.



Members Defeat Concessions Deal

Canadian Allied Teamsters Save their Contract

Carhaulers at Allied Systems covered under the Eastern Canada Car Carriers Agreement voted on March 14 by a 10-1 margin to reject Allied's supposed "final offer." The solidarity organized by members and the stewards on the bargaining committee prevented concessions and a wage freeze and then won solid gains in a contract settlement made just hours before a strike deadline.

Allied management tried to force concessions on 930 Canadian Teamsters, then move on to the U.S. for more. Concessions included: give up two holidays; give up the important right to refuse dispatch after 45 hours worked in a week; make it harder to "qualify" to get holiday pay; pro-rate various forms of pay; make it harder to qualify for benefit payments in a month. In addition, Allied's first "final offer" included a two-year wage freeze and only a two percent wage raise the third year.

Management gave it a hard sell, even mailing videos to the homes of employees.

Every one of those concessions was defeated on March 17, just three hours before a midnight strike deadline. Allied Teamsters were prepared to walk out and expected the support of Cassens, Lease-way and Gen Auto carhaulers in Canada, who will now bargain their contract, as well as U.S. carhauler solidarity.

Stewards, Members Stop Concessions

Allied's concessions were not defeated because of the top union leadership. Negotiating committee chair and assistant trustee of Toronto Local 938 Ed Hawrysh insisted on voting on Allied's concessionary "final offer" offering no opposition.

"We tried to give [Hawrysh] the benefit of the doubt," said Brian Chapman, chief steward for the Allied terminal in Lambeth, Ontario, and a member of the bargaining committee. "But as the negotiations went on, it seemed more and more



like he was taking the company's side on everything."

The stewards on the negotiating committee, from Windsor to Toronto to Montreal, united to stop the concessions and win a fair contract. Angry members provided the strong backing needed. At February meetings in Windsor, London and Toronto, carhaulers expressed unity and anger at the offer that the union leadership was putting forward and at Hawrysh's insistence on switching from workplace votes to a mail ballot.

With the first offer defeated, the negotiating committee returned to the table on March 16 and bargained through the night, with a strike deadline as leverage. In the end all concessions were taken off the table, and there were some improvements in contract language.

Significantly, "innocent until proven guilty" was won in the grievance procedure, a first for Canadian Teamsters.

On wages, the tentative settlement includes a "me-too" clause that provides that in the first and second years, Canadian Allied Teamsters will get the same percentage increase that U.S. carhaulers get in the upcoming contract. In the third and final contract year there will be a three percent wage hike.

Stewards report that they were not entirely satisfied with the monetary package, but they can be proud that their unity, backed by the membership, prevented serious concessions and a wage freeze, and won real gains.

Members Protest, Demand an Election

Local 938 Trustees Seek to Extend Trusteeship

In a letter to the Ontario Labour Relations Board, Local 938 Trustee Larry McDonald has indicated his desire to extend the local's trusteeship and again postpone the election in this 10,000-member Toronto local.

Under Ontario law, international unions have to present a case to the Board justifying extending trusteeships beyond a one-year period.

Hoffa Feared Election Outcome

President Hoffa placed Local 938 in emergency trusteeship in May of 2002, just months before scheduled local union elections. A reform slate, which swept all 13 convention delegate positions and carried the local by a two to one margin for the Tom Leedham Slate, was widely expected to win. In his trusteeship statement, Hoffa admitted being motivated by a fear

of the outcome of the pending election.

In his letter, McDonald justifies the extension with outlandish claims, such as that no one in the 10,000 member local, which includes freight, Purolator, carhaul, UPS and other Teamsters, is qualified to run the local. McDonald is attempting to respond to a letter to the board from Local 938 member Dave McPherson demanding an end to the trusteeship, in accord with Ontario law, and a fair election.

Members Deserve a Vote

McDonald's time as Local 938 trustee has been marred by accusations of favoritism, particularly when he hired his own nephew, who wasn't even a Local 938 member, as a business agent. The members of Local 938 deserve a chance to elect their own officers — it's been six long years since the last election here.

TDU Membership on the Rise

Teamsters are joining TDU at the fastest rate in a decade. They're joining because TDU is helping them to organize to make our union stronger and more ac-

countable to the members.

Here, three new members speak out on the problems they face as working Teamsters and why they joined TDU.

'I Decided to Get Involved to Win Improvements'

I joined TDU to learn more about the union, because I had never been in a union in the United States. In Mexico, I had been active in a union. I saw the benefits we can achieve when we are united. Here unions are somewhat different, and through TDU I'm learning more about how they work.

At the company where I work, we have one contract covering three separate shops that provide services to different airlines and to Amtrak. I'd been observing for 9 years, until I decided to get involved in the union to win improvements.

We held many meetings where we pulled together workers from the different shops. We put together a slate to run in our stewards' elections. Organizing this way, we were able to get the union to change our business agent and we won the stewards' election. Today the local is working more with us.

The problems we are facing at work right now involve lay-offs, seniority, and work scheduling. The airline industry has been hurt a lot recently, and this has resulted in many layoffs. We're working to make sure that layoffs are not based on favoritism and that seniority be respected.

Save the Date!

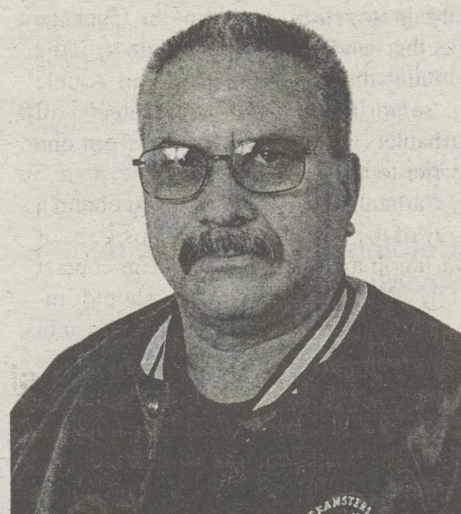
TDU Convention Set for Oct. 24-26 in Detroit

Hundreds of Teamsters will gather for the 28th annual TDU Rank & File Convention in Detroit, Oct. 24-26.

The convention will feature educational workshops with Teamster activists, attorneys, labor educators and other experts. This year's workshops will include:

- Legal Rights on the Job & in the Union
- Shop Stewards' Tool Box
- Grievances & Arbitration
- Running for Local Union Office
- The Pension Improvement Campaign
- Organizing for Health & Safety
- And more!

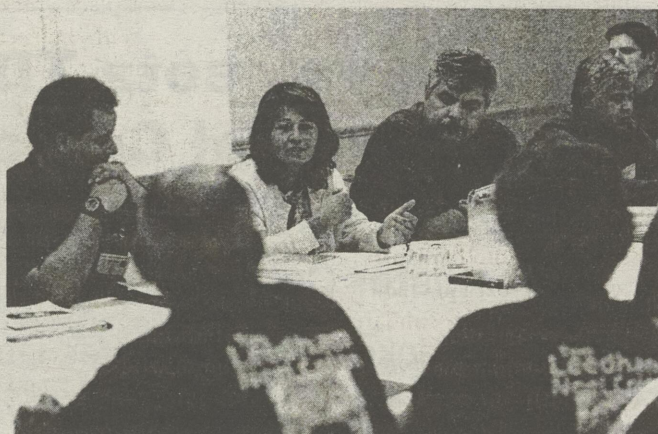
Teamsters will also meet by jurisdiction to discuss issues facing UPS, freight,



At the last TDU convention I learned a lot about how to be a good shop steward. There are many workshops at the convention about our legal rights in the union and on the job. That's why we're inviting more people to come with us to the TDU Convention this year.

Marco Morales
Local 572, Gate Gourmet
Los Angeles

Not a member?
See page 1 to join today!



The TDU Convention features numerous meetings by industry, jurisdiction, and interest groups, as well as many educational workshops. Make plans now to attend!

carhaul, public employee and airline Teamsters.

Convention attendees will elect the TDU leadership and set the course for our reform movement for the coming year.

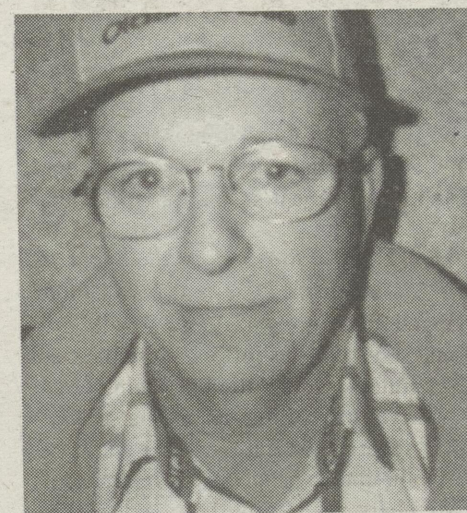
Save the date!

'I Joined TDU After a Central States Pension Meeting'

"When I first became a Teamster, all we heard about TDU was that they were a bunch of radicals. Well it's too bad it took me nearly 30 years to join and to find out the real truth.

"I think all Teamsters should hear the truth about what TDU stands for. I joined TDU after I went to a meeting about the problems with the Central States pension. It was clear to me that TDU is about giving members information and bringing Teamsters together to win improvements.

"We need a change. Many of the young guys at my center are disgusted with the union. All I can do is educate them. I plan on spreading the word about TDU to the younger folks here at UPS.



They are the future of our union."

Kerry Deeter
Local 238, UPS
Cedar Rapids, Iowa

'I Wanted to Educate Myself and My Co-workers'

I have been a Teamster for 16 years. But I was never really involved in the union until my husband, who was a Local 966 member for 19 years, was forced to resign due to discrimination and a hostile environment on the job.

I realized I needed to learn more about the union, and how to make it effective. I wanted to educate myself and my co-workers too. I told them I didn't want to see what happened to my husband happen to anyone ever again.

My husband and I found the TDU website. Right away, I joined TDU. I spoke to a TDU organizer and explained what was happening on the job. Now we are getting advice on what we can do to win a good contract. We have organized a contract committee and are working to unify and involve the members.

I spread the news about TDU to my co-workers. Many are interested and some



have already joined.

I just hope and pray that this is the beginning of a union that will work for the members. My advice to everyone is don't be afraid. Let's stand and fight for our rights.

Luzviminda Nebiar
Local 966, Fujicolor Photo Service
Hackensack, N.J.



Please send me
copies

New TDU Recruitment Brochure!

A new brochure is available from TDU that explains what the Teamster reform movement stands for, what we've accomplished, and where we're headed.

It includes a membership form to sign up new TDU members.

Order your free copies from TDU today!

Name _____ Local _____
Address _____
City _____ State _____ Zip _____
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Reforms Build Union Power

Members Organize for Stronger Locals

Teamster public employees in New York City are working without a contract. Mayor Michael Bloomberg is demanding concessions and threatening layoffs. If ever there were a time to bring the 23,000 members of Teamster Local 237 together, this is it.

That's tough to do, though, when the local doesn't even hold general membership meetings. Local 237 members meet only by job title. Members never have the opportunity to meet to build unity around common threats — even during contract time.

But Local 237 members are getting together to change that policy. They've proposed an amendment to the local union bylaws that would require the local to hold four general membership meetings a year.

"We want to build a stronger union by

informing and uniting the members," said Local 237 member Vincent Lattimore. "We also want to put a cap on our officials' salaries. Our union's money should be spent on the members."

The bylaws reform effort is just one example of Teamsters who are organizing to reform their local union bylaws in order to build a stronger union that is more accountable to the members.

Elected Shop Stewards

In Local 815, members are organizing for the right to elect their shop stewards. This right was removed from their bylaws in a power grab pushed by local union officials who have since been expelled from the union.

"If you don't elect your steward, there's no accountability to the members.

Appointed stewards are only accountable to the officials," said Bob Chrinko, a warehouse worker at Chanel. "Our main objective is to make our shop stewards accountable to us. We elect them and then we can remove them if they don't do their job correctly."

Money for Organizing

The membership in South Carolina Local 28 has shrunk by nearly one-third. The union's lack of organizing is putting the local's future in jeopardy.

That's why Roadway driver Jim Rickert has put forward a bylaws amendment to create a dedicated organizing fund.

"This is something we should have been doing years

ago," Rickert said. "We need to promote unionism and organizing. If we don't put money in our budget for organizing then we're going to die."

Local officials are trying to paint the proposal as a budget-buster. But under the amendment, just three to 10 percent of the local's monthly income would go into the organizing fund.

The International Union spends 10 percent of its budget on organizing. Other AFL-CIO unions dedicate up to 30 percent of their budgets to organizing.

Holding Business Agents Accountable

For years, employers in New York City Local 854 have enjoyed a cozy relationship with management. The local's largest employer used his connections with organized crime to negotiate a sweetheart contract with the Gambino crime family members who controlled the local.

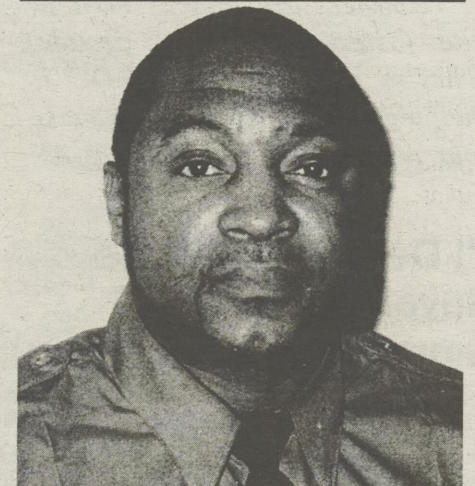
Now the school bus drivers who work for that employer are pushing for reforms to make the union represent its members, not the employers.

One of their amendments would create a Business Agent Code of Conduct that would require all business agents to visit worksites regularly and keep members informed of the progress of their grievances.

If a grievance is not processed to a members' satisfaction, the union would be required to provide the member with a written explanation for its handling of the grievance. The Code of Conduct would also require union officials to include a shop steward in all meetings with management.

"We want a real union that looks out for us," said shop steward Jona Fleuri-mont of Consolidated Bus Transit.

Under separate bylaws amendments, all shop stewards would be elected by



"We are the largest local in the Teamsters and we could be the strongest. But our local doesn't unite the members to fight together. We don't even have general membership meetings.

"So we proposed changes to the bylaws to require membership meetings. We want to build a stronger union by informing and uniting the members.

"We also want to put a cap on our officials' salaries. Our union's money should be spent on the members."

Vincent Lattimore
Local 237, School Safety Agent
New York City

the members as would the contract negotiating committee. The local would also be required to provide members with a written copy of all contract changes before any ratification vote.

TDU — Your Reform Resource

If you are interested in strengthening your local by reforming the bylaws, TDU can help. We can help you draft language or review your proposals to avoid legal obstacles.

TDU can also help you develop flyers and a strategy for spreading the word to your fellow members.



Local 815 Members

Do you believe in democracy?

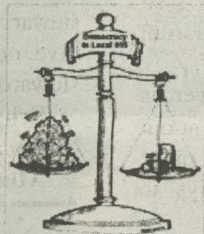
Restore your right to elect your stewards!

Local 815 officials took away our right to elect our stewards. Now Local 815 members are organizing to win that right back.

At the union meeting on Saturday, March 29th, members will be voting on a binding proposal to restore our right to elect our shop stewards.

The vote will change the Local 815 bylaws that "constitute" us. Local 815 bylaws require that all stewards be elected by the members they represent.

Currently, the bylaws give total control to Local 815 officials who can appoint or remove whoever they want as shop stewards. Your stewards should be accountable to YOU, the rank and file. You know the problems you face on the job. You know which of your co-workers will stand up for the rights of those who are in need.



Why do a few Local 815 officials have more say than the members who work in cleaning or shop steward?

Vote to Restore Your Right to Elect Your Shop Steward
Saturday, March 29th
10 A.M.
Local 815 Union Hall
10 East 15th Street
Manhattan

Vote to restore our right to elect the stewards who represent us.
Vote YES for democracy on March 29.

Flyer handed out by Local 815 members.

The ABCs of Bylaws and Bylaws Reform

Local union bylaws are the regulations or "constitution" that govern your local union.

All local bylaws must comply with the Teamster Constitution and federal law. Within those limits, local unions are free to vary their bylaws according to the wishes of the members. Local union bylaws can be amended by a vote of the members.

The exact process for amending your bylaws is defined in the bylaws. Usually, amendments must be submitted in writing by a small number of members in good standing. The amendment is usually read at two meetings and voted on at a third meeting. Voting can be by majority rule, or sometimes a two-thirds majority is required.

Sometimes amendments can only be submitted at the January membership meeting.

To find out more, you should consult your bylaws. Your local is required by federal law and the Teamster Constitution to provide you with a copy of the bylaws (as well as your contract) upon request.

Minnesota TDU Educational Conference

Saturday, April 5, 9 a.m. to 12:30 p.m.

Macalester College, Old Main Building

Keynote Speaker: Jane Slaughter, labor journalist
Strategy in Tough Time: Strengthening Your Union and Fighting Concessions

Opening Remarks: Peter Rachleff, labor historian

Agenda to include:

- Pension Fight in Central States
- Local 320/Public Workers Meeting

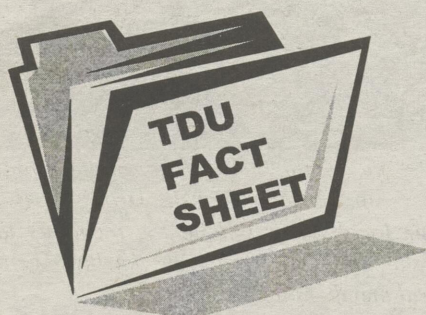
\$10 registration includes lunch
Call 612-825-7883 for more information

TDU Fact Sheet

Making the Most of Local Union Meetings

Many members think that union meetings are just a place you go to hear long, drawn out reports or to listen to beefs that you don't understand by members who work at other companies. And sadly, many union meetings are not much more than that.

You can use union meetings to do something positive for the members. But it takes some planning and organization. Here are some tips.



Keep It Positive

There's nothing wrong with getting angry when members are getting the short end of the stick. But if you are trying to build unity and support in your local, you need to propose *positive solutions or actions* that can be taken to make things better.

For example, members in some locals, fed up with the lack of organizing, have proposed that their locals dedicate a percentage of the budget to organizing the unorganized (see article, page 10).

Publicize and Mobilize

Getting members to union meetings can be a challenge. They may feel that there is no point, based on past experience. And most members have many other things going on in their lives.

But members are more likely to attend a

particular meeting if you are able to make them see why their attendance at *that meeting* would make a difference. For example, over 200 people attended a Minneapolis Local 120 union meeting because they thought it would convince the local officials to take a stand on the much-hated pension reemployment rules. As a result, the officials did take a stand.

So you need a way to tell many members why attending a specific meeting is important. To do this you will need flyers that clearly explain the issue and how members can make a difference. You will also need volunteers who can help get the flyers into the hands of other members.

Phone lists and e-mail lists are also effective ways to turn people out to meetings.

Pick and Choose Your Battles

We can all think of dozens of changes that are needed to improve our locals or our working conditions. But there is a danger in taking on every issue that comes along. First, you can't win them all. Second, you run the risk of being seen by your fellow members as a chronic complainer who is never satisfied.

So, when possible, pick a *single issue* that is *widely understood* and an issue that directly affects a lot of people and/or can attract *wide support*.

An example from Local 728 bears this out. The issue was the right to elect stewards. Members could understand this issue easily (democracy and representation). It affected not just the workers immediately involved, but attracted wide support exactly because everyone could picture being in the same boat at some point.

Of course, sometimes we have to take on issues that are more difficult or ones that affect fewer people but are still important. Just make sure you balance these sort of issues with ones that can win broad support more easily.

Work as a Group

While one person working alone can often make a difference, the best way to be successful at union meetings is to work with a team, even if the team is small.

This way, you can assign each person a job at the meeting. One person can be lined up to make a motion. Another can hand out flyers explaining the motion. A third person can be ready to appeal a ruling by the meeting chair, if they try to shut you down.

The more people you get to do something, the more support you are likely to get. This is because you are showing people right off

the bat that a number of people care about the issue or proposal.

Here are some jobs that you people can take on:

- ▶ Who will work on the flyer about the issue?
- ▶ Who will distribute the flyer?
- ▶ Who will speak on the issue?
- ▶ Who will line up other people to speak?
- ▶ Who will call members to get them to attend the meeting?
- ▶ Who will make the motion or proposal?
- ▶ Who will second or support it?
- ▶ Who will watch the rules for violations?

Won't They Just Shut us Down or Use the Rules Against Us?

True, the deck is stacked. The chair of a meeting can do many things to use the rules against you.

For example, members of New York Local 854 organized a group to attend a recent meeting to read proposed changes to the local bylaws. When the officials saw who was at the meeting, the local officers went to their supporters at the meeting and asked them to leave – so that there would no longer be a quorum and the meeting could be called off.

The most common trick, however, is for the meeting chair to just rule you out of order when you want to speak or make a motion. There are a few ways to counter this:

- Raise the issue under "new business." This is the point in the agenda where other issues can be raised.
- If the chair says the issue can't be brought up at this time, ask, "When exactly can this issue be brought up on the agenda?"
- Prepare supporters in advance to demand that you be given the chance to speak. Sometimes that pressure will work. If not, members can even formally appeal the decision of the chair by saying, "I appeal the decision of the chair." Such an appeal is not debatable, does not need a second and is passed or defeated by a simple majority vote. (This is part of Robert's Rules of Order and is contained in most local union bylaws).
- Of course, to successfully appeal getting ruled out of order, you will need to have turned out a good number of supporters to the meeting. They can help by shouting or speaking in favor of the appeal.

Mistakes to Avoid

- **Having the same people always speak.** Don't be the only one to speak at every meeting. Ask others to help out.
- **Not having people prepared to speak.** Run through it in advance. Practice.
- **Making it personal.** Stick to the is-



When my local removed a number of UPS part-time stewards because they were reformers, we went to a union meeting prepared to raise the issue. We proposed that the local hold steward elections to resolve the dispute. Other members voiced their support – even people who were not sympathetic to reform – because they could imagine their steward being removed some day. As a result, we got a steward's election, even though our bylaws give our officials the power to appoint stewards.

Eric Robertson
Local 728, UPS steward
Atlanta

sues, otherwise you will turn people off.

- **Speaking too much.** It's not how much you say, but how you say it and how you organize to back it up. Know when to shut up. Keep it short and to the point.

Use Meetings to Find Allies

Speaking up at union meetings is important. So is listening. Make a point of talking to other members who raise issues at a meeting. And be sure to exchange names and phone numbers. Many TDU members have found important allies by listening to other members and following up with them.

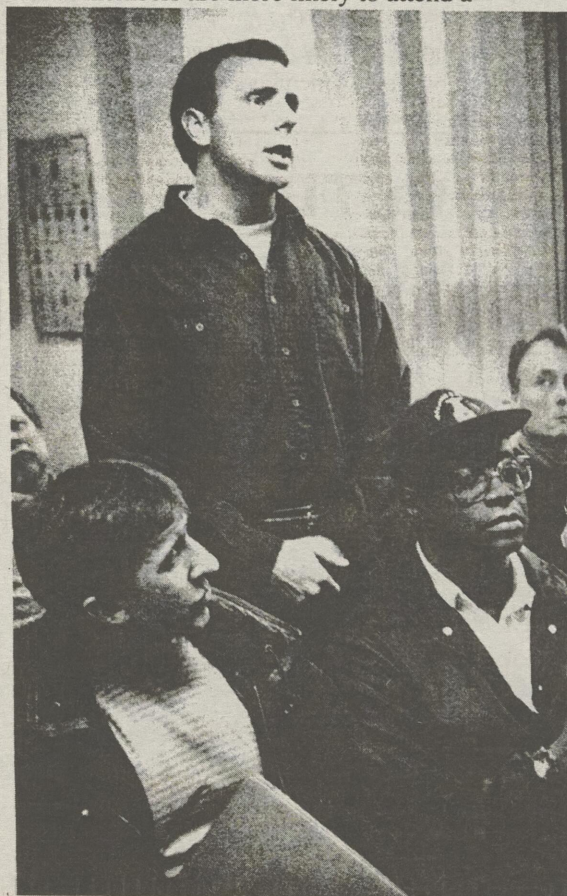
Follow Up by Informing Others

What do you say when a member asks, "What happened at the union meeting?" The most common response is, "If you wanted to know, you should have been there."

This may be a good way for members frustrated at low meeting attendance to blow off steam. But it won't help get other members involved in building a stronger union.

You're better off answering the question. Don't miss the opportunity to talk about issues that are important to you and draw other members into participating in the fight for a stronger union.

Interested in using union meetings to advance members' rights? Contact TDU to discuss your specific situation.



TDU Publications and Materials: A Toolbox for Teamster Reform

Get Informed!



TDU's bookstore is packed full of the kind of hands-on, reliable information you can't find anywhere else! Find books to help you:

Legal Rights of Union Stewards. By Attorney Robert Schwartz. 199 pages. \$9.95.

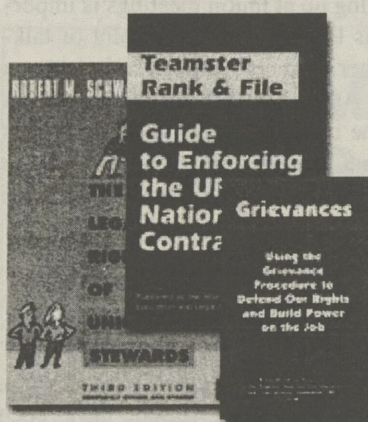
Rank and File Power at UPS. A brief history of the battle for dignity and respect at UPS. Excellent for any member who wants to know how we've gotten to where we are today. 70 pages. \$5.

Grievances: Defending Our Rights and Building Power on the Job. 100 pages. \$8. Spanish version. \$10.

UPS Rank and File Daily Log Book. Designed for use by package car drivers, this booklet helps record daily events that might effect job performance and be used by UPS for discipline. Covers a three-month period. \$3 each. \$2.50 for five or more copies.

The FMLA Handbook. An excellent guide to the Family Medical Leave Act. 175 pages. \$9.95.

The STAA Handbook: The only guide available to the truck safety whistleblower law. Written by Attorney Paul Taylor and others. 112 pages. \$8.



UPS Contract Guide. 160-page booklet on enforcing the new contract. \$10 each (\$8.50 for five or more).

Running for Local Union Office. A handbook on running effective campaigns for Teamster local union office. Organizing tips and a rundown of union election law and regulations. \$10.

The Rights of Employees and Union Members. An ACLU guide

to rights in the workplace and in the union. \$15.

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